

State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building, Room 1A
300 Capitol Ave
HARTFORD, CT 06103
Wednesday, August 14, 2019



2:00 p.m.

Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chair
Edward Mambruno, Secretary
Andrew Norton
Edith Pestana
Lisa Giliberto
Joseph Suggs
Nicholas Kapoor

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director
David Kent, HRO Attorney

Alix Simonetti, HRO Attorney	Darcy Jones, Legislative Analyst
Jamie Rubin, Regional Manager	Muriel Carpentier, HRO Representative
Lynda Rizzo Stowe, Regional Manager	Ronald Simpson, Regional Manager
Shawn Burns, Regional Manager	Kristen Daniels, Executive Secretary
Neva E. Vigezzi, AA Supervisor	Monica H. Richardson, Executive Secretary

I. Chairperson: Cherron Payne, Presiding
The meeting was convened at 2:06 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Kapoor to approve the minutes of the August 14, 2019. It was seconded by Commissioner Suggs. The vote: Yes (5), No (0), and Abstentions (1). The motion carried.

III. Affirmative Action Recommendations – Vote Required
The following plans were presented by Deputy Director Cheryl Sharp

Staff Recommendations: **Approval**

1. Asnuntuck Community College

Representing the agency were James Lombella, Regional President and Cheryl Cyr, Interim HR Director. The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 40%. The program goals were met at 50% and the promotion goals were met not established for this reporting period.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 177.8% achievement for the SBE and 72.7% achievement for the MBE.

The filing history is as follows: 2010, 2011, 2013, 2015, and 2017 Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the staff recommendation to *approve* the plan of Asnuntuck Community College and retain *biennial* filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

2. Northwestern Connecticut Community College

Representing the agency were Michael Rooke, President and Wendy Bovia, HR Director
The plan was recommended for **Approval**:

The agency has met all or substantially all of its hiring goals at 55.6%. The promotion goals were met at 0.0% and the program goals were met at 66.7% (2 out of 3).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 106% goal achievement for the SBE and 23.6% for the MBE.

The filing history is as follows: 2010, 2011, 2013, 2015, and 2017, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to *approve* the plan of Northwestern Connecticut Community College and retain *biennial* filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

3. Department of Transportation

Representing the agency were Anna Barry, Deputy Commissioner, Mark Rolfe, Deputy Commissioner, Cheryl Malerba, Director of Administration, Eric Smith, EEO Director, Wanda Seldon, Agency HR Administrator, Ada Alvarez, EEO Specialist 1, Jeri Beckford, EEO Specialist 2, Debra Goss, EEO Manager, Scott Hoffman, EEO Specialist 1 and Estiana Green, Secretary 2. The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 19%. The promotion goals were met at 33.3% and the program goals were not established.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 699.3% goal achievement for the SBE and 1351.9% for the MBE.

The filing history is as follows: 2014,2015,2016,2017, and 2018 Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to *approve* the plan of the Department of Transportation and retain *annual* filing status. The vote was: Yes (5), No (1) and Abstentions (0). The motion carried.

Staff Recommendations: **Disapproval**

4. Gateway Community College

Representing the agency were Dr. Paul Brodie, President, Dr. Cooley, Regional President, Lucy Brown, HR Director/EEO, and Leah Glende, Manager of Diversity and Inclusion.

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 60%. The promotion goals were met at 60% and the program goals were met at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 78% goal achievement for the SBE and 111% for the MBE.

The filing history is as follows: 2012 and, 2014, Approved, 2016, Conditionally Approved, 2017 Disapproved, and 2018, Conditionally Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to *approve* the plan of Gateway Community College and retain *biennial* filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried.

5. Norwalk Community College

Representing the agency were Cheryl DeVonish, JD, CEO, Dr. Cooley, and Leah Glende, Manager of Diversity and Inclusion. The plan was recommended for **Disapproval**:

The agency has not met all or substantially all of its hiring goals at 14%. The promotion goals were met at 67% and the program goals were also met at 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 106% goal achievement for the SBE and 14% for the MBE.

The filing history is as follows: 2013, Approved, 2015, Conditionally Approved, 2016, Disapproved, 2017, and 2018, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Kapoor to accept the staff recommendation to *disapprove* the plan of Norwalk Community College and *retain annual* filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

6. Department of Mental Health and Addiction Services

Representing the agency were Commissioner Miriam Delphin-Rittmon, Yvonne Addo, Chief

of Staff, Tommy Wilson, Deb Moore, Agency Legal Director, Migen Lubonia, Staff Attorney, Ellen Boynton, Acting EEO Director, and Jennifer Green, Human Resource Administrator 3. The plan was recommended for **Disapproval**:

The agency has not met all or substantially all of its hiring goals at 32%. The promotion goals were met at 70% and the program goals were also met at 50% (1 out of 2).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 146% goal achievement for the SBE and 328% for the MBE.

The filing history is as follows: 2014, Approved by Default, 2015, Disapproved, 2016, 2017, and 2018, Disapproved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to *disapprove* the plan of Department of Mental Health and Addiction Services and *retain annual* filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

V. **Division Reports**

Executive Director's Report: by Tanya Hughes, Executive Director

The Executive Director reported on the approval of two new personnel. Neva Vigezzi became supervisor of the Affirmative Action unit, legal gained an HRO representative. SB3 implementation is on track to meet the Oct 1, deadline. This will consist of a PowerPoint training film. We will be seeking review and feedback from Commissioners before its release. The Annual report to the Governor is due Sept 1. A discussion ensued regarding a letter to be drafted to the Governor requesting an additional Office of Public Hearing referee and commissioner. The production report revealed a high number of complaints filed- mostly attributed to the West Central region. The EEOC contract award was \$1,239,200. The voucher was submitted.

Outreach Report: by Cheryl Sharp, Deputy Director

See detailed report

- Health and Equity Forum at UCONN Health (Intern Presentation), 8/6/19; positive feedback received
- Fair Housing Training, 8/18/19
- Cultural competency, Southington Public Schools, 8/6/19
- IAORHA conference, 8/18- 8, Several CHRO staff will attend

Legislative update: by Darcy Jones, Legislative Analyst

Darcy Jones reported on the following:

The CHRO testified on 29 bills this session and kept a close eye on several dozen more. While we were supportive of many of those bills, there were also a number with which we had serious concerns. Five of the bills that we supported did pass into law, though sometimes in different forms than when we had testified on them in committee.

SB3 An Act Combatting Sexual Assault and Sexual Harassment, amongst other changes to the law, it requires implementation of online training by CHRO by October 1.

VI. New Business: N/A

VII. Executive Session

(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)

Commissioner Kapoor moved to go into Executive session at 3:40 pm and was seconded by Commissioner Pestana. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

Invited into Executive Session with the Commissioners were Attorney David Kent, Attorney Simonetti, Tanya Hughes and Cheryl Sharp.

1. Housing Election Case

Presented by Alix Simonetti, HRO Attorney

CHRO ex rel. Tatiana Sellers v. Allyn Dodd and Marilyn Dodd and Franklin C. Guildner;
CHRO Case No. 1950085.

2. *Wallace v. Sharp, et al.*

3. *Johnson v. Hughes, et al*

4. *Executive Director Evaluation*

VIII. Return from Executive Session

Commissioner Kapoor moved to return from Executive session at 4:27 pm and it was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

CHRO ex rel. Tatiana Sellers v. Allyn Dodd and Marilyn Dodd and Franklin C. Guildner;
CHRO Case No. 1950085.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to have the commission legal counsel file this case in the Judicial District of Stamford and seek punitive damages and a civil penalty. The vote was Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

IX. Old Business N/A

X. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting; it was seconded by Commissioner Norton. The vote was Yes (6), No (0), and Abstentions (0). The motion carried unanimously.

The meeting adjourned at 4:07 p.m.

